

Timeline of Commencement — Closing Loopholes Bills

15 December 2023	27 February 2024	1 July 2024	26 August 2024	1 November 2024	1 January 2025	26 February 2025
<p>The FEG small business redundancy exemption will be amended.</p> <p>The FWC will be able to make labour hire orders.</p> <p>Workplace delegates will obtain new rights.</p> <p>Anti-discrimination protections for FDV victims will be strengthened.</p> <p>The effect of compliance with FWC mediation and conciliation conference orders on industrial action will change.</p> <p>Union officials can enter workplaces to assist with WHS matters more easily.</p>	<p><i>Franchisees will be able to bargain under the single-EA stream.</i></p> <p><i>Parties will be able to exit multi-EAs to bargain for single-EAs more easily.</i></p> <p><i>Arbitration in bargaining will be unable to provide any worse terms for employees.</i></p> <p><i>The defence to prohibited sham arrangements will be more difficult to satisfy.</i></p> <p><i>The civil penalties under the FW Act will increase fivefold.</i></p> <p><i>Effect of FWO compliance notices will be clarified.</i></p> <p><i>The old process for ROs withdrawing from amalgamations will return.</i></p>	<p><i>Union officials will be more easily able to enter workplaces without notice for suspected underpayments.</i></p> <p><i>The FWC will be able to deal with unfair contract disputes.</i></p>	<p><i>Casual employment will be defined differently with a new right of conversion.</i></p> <p><i>The definition of employment will change.</i></p> <p><i>The FWC will obtain powers relating to employee-like workers on digital platforms.</i></p> <p><i>The FWC will obtain powers relating to the road transport industry.</i></p> <p><i>Employees will have the right to disconnect and not respond to their employer after or outside work hours (note there will be a further 12 month delay for small businesses with fewer than 15 employees).</i></p> <p><i>Workplace delegates in regulated businesses will obtain new rights.¹</i></p>	<p>Employers must pay employees covered by a labour hire order the same as employees under the host business' EA (the protected rate of pay).</p>	<p>Wage theft will be criminalised.²</p>	<p><i>The power to make model terms for EAs will transfer from the Minister to the FWC.³</i></p>

Measures in **bold and blue** passed as part of the first Closing Loopholes Bill. Measures in *gold and italics* passed in the Closing Loopholes No. 2 Bill.

¹ Certain measures in this column can commence on an earlier day if fixed by Proclamation (regulated workers, definition of employment and delegates rights).

² If the Voluntary Small Business Wage Compliance Code is declared on a later day, then that date will be when the wage theft provisions commence.

³ The model terms provisions can commence on an earlier day if fixed by Proclamation.